

THE RING

going somewhere?...

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UVic PHOTO SERVICES PHOTO



UVic President David Strong greets some of the 600 international students attending UVic this year at a reception he hosted in their honour at the Halpern Centre for Graduate Students March 13. The reception gives UVic's senior administrators and deans the opportunity to meet the students who come to the University from 70 different countries. This year, international enrolment is evenly split between undergraduate and graduate students. Nearly half the students come from the four countries of Hong Kong, People's Republic of China, the USA and Japan but other countries such as Algeria, Croatia, Nepal, Peru and Yeman are also represented in UVic's international student population.

Pres. praises premier for bucking national trend

Students applaud tuition freeze

Tuition fees will not increase this year, but neither will University funding. While the two announcements by Premier Glen Clark this week ended speculation about how the provincial government would fund post-secondary education for 1996-97, the effects on UVic remain unclear. At press time, University officials were studying the impact of the government announcement.

"The tuition freeze is certainly good news for UVic students and one way to help keep post-secondary education affordable," says UVic President Dr. David Strong. "The provincial government also deserves credit for recognizing the importance of universities to the future of B.C. and doing something to back it up. By supporting universities with continued funding, they've bucked the national trend toward drastic and short-sighted cuts to post-secondary education."

"At the same time, escalating

costs mean it's going to be a challenge for us to work with the same level of funding as last year. Our approach for 1996-97 will be consistent with what we've done to cut \$3 million from our operations in the last two years. We'll prepare a budget that aims to maintain the quality of our programs and to minimize any negative impact on people—our students, faculty and staff. What specific measures we take to do that will be determined once we have a chance to analyze the provincial numbers."

Clark's announcement about the tuition freeze was greeted with applause by the students who gathered March 18 in the Halpern Centre for Graduate Students to watch the Premier deliver his message via the Knowledge Network on a wide-screen television. Oak Bay-Gordon Head MLA Elizabeth Cull delayed a spring break vacation to Disneyland with her family to attend the announcement and answer

questions from students.

On March 19, Clark announced that UVic was one of five universities and colleges in the province to receive additional funding, but added that it can only be used for specific programs. At UVic, the funding will be used on an expanded Bachelor of Nursing program and a new hotel management program to be offered by the Faculty of Business.

Although provincial universities and colleges will receive the same funding as last year, they are also expected to increase enrolment by 7,000 more students—four per cent more students than they receive funding for. Since UVic increased its enrolment by 10 per cent last year, Strong says the university has already reached the government's productivity target. If UVic maintains its current enrolment, he says, the University should not have to increase its enrolment goal any further.

Comments sought on university draft strategic plan

Advance copies of UVic's draft strategic plan were distributed this week to all UVic faculty and staff, as well to the UVic Students Society (UVSS) and Graduate Students Society (GSS) for distribution to student organizations on campus. Recipients of the draft are being invited to review the plan and offer their comments or suggestions. The draft plan makes recommendations to guide the University's development in nine key areas over the next 10 years—undergraduate learning and teaching; graduate studies; research; library and information systems; international and intercultural activities; an equitable working and learning environment; governance, decision-making and communications; alumni and external relations; and environmental responsibility.

The University's Strategic Planning Task Force, which produced the plan, is particularly interested in feedback about the relative priorities assigned to the various issues and whether the plan addresses all of the key strategic issues facing the University. The deadline for responses is June 15.

The plan will be printed in a newsprint format and sent to government, community, business and labour organizations

throughout the province in mid-April. It will also be made available publicly to any interested individuals or organizations.

To ensure that individual students are aware of the opportunity for input into the draft plan, the Task Force is running an ad in the March 28 *Martlet* which will invite interested students to pick up a copy of the draft plan from the University Secretary's office in Sedgewick B102 and to provide their comments to the Task Force. By mid-April, the plan will also be posted on UVicINFO, the University's homepage on the World Wide Web. Responses to the plan in its electronic form can then be sent simply by opening the document and clicking on the plan's email button.

The draft plan is the result of an extensive on-campus consultation process involving focus groups, a campus-wide questionnaire, town hall meetings, and the circulation of strategic issue discussion papers.

The Strategic Planning Task Force is chaired by UVic President David Strong. Its 13 members include students, faculty, staff and Board representatives as well as the Dean of Human and Social Development and the vice presidents.

Join the Easter Egg hunt

Join in *The Ring* Easter egg hunt and win a giant Ring-size fluffy Easter bunny for the child, grandchild, nephew, niece, neighbour or kid-at-heart in your life. The Easter egg is hidden in one of the ads in this edition. If you can find the ad with the egg, mail the ad or bring it in person, with your name, telephone number and address attached, to:

The Ring's Easter Egg Hunt
Public Relations and Information Services
University House 2
P.O. Box 3060
Victoria, B.C.
V8W 3R4



Fluffy Easter bunny and baby bunny wait to be picked up by the winner of *The Ring's* Easter egg hunt.

The deadline for entries is 4:30 p.m. March 26. All correct entries will be entered in a draw to be held on March 27, just in time for the winner to claim the big bunny before Easter. One entry per contestant, please.

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Blue and gold circle will recognize students who contribute beyond the classroom

UVic students are more than the sum of their marks. Many devote hours to volunteer work in the community and on campus. Some juggle a full course load while representing the University in varsity sports. It's not easy and UVic wants to recognize the academic and other achievements of these students through a new awards program.

The Blue and Gold Circle of the University of Victoria will recognize the contributions students make in promoting and developing the quality of life on campus and in the community. Sponsored by the President's Office and the UVic Alumni Association and administered by Student and Ancillary Services (STAS), award recipients will receive certificates and a bronze, silver or gold pin. The awards will be presented annually at a reception held in late October.

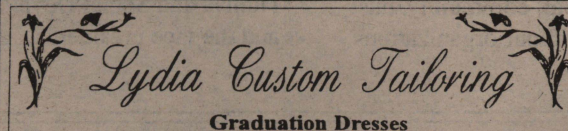
First-time recipients will receive a bronze pin and a certificate. Second-time recipients will be presented with a silver pin and third-time recipients will receive a gold pin.

To qualify, undergraduate students must carry a minimum of 12 units. Graduate students must be enrolled on a full-time basis and have a minimum GPA of 5.0. Undergraduate students must normally have a minimum GPA of 5.0 on their best 12 units of study. While maintaining this GPA for two consecutive semesters, the student must have made outstanding contributions to the University and/or the community of Greater Victoria.

Students who are involved in activities such as athletics, performing arts, student clubs and organizations, residence life and community organizations are all eligible. Nomination forms, available in the STAS office, must be signed by at least two individuals and include a summary of the student's academic achievements and awards, athletic and/or artistic achievements, participation in on- and off-campus organizations, and a letter/statement in support of the nominee.

A selection committee chaired by the Vice-President, Academic will have representatives from the offices of the administrative registrar and university secretary, STAS, faculty, undergraduate students, graduate students, residence students and the UVic Alumni Association. The names of those inducted into the Blue and Gold Circle will be announced in the fall.

All nominations, including supporting documentation, should be mailed by April 30 to: Student Recognition Awards Program, c/o Student and Ancillary Services, University of Victoria, P.O. Box 3025, Victoria, B.C. V8W 3P2. For further information, call the STAS office at 721-8022.



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Cruelty to currency punished by pie

Surrounded by members of the mysterious Order of Pi (aka members of the Engineering Students Society) Vice-President Finance and Operations Dr. Don Rowlett is administered the supreme punishment for his crimes of "excessive cruelty to currency" by "penny pinching and dollar stretching." It was all part of Engineering Week and the annual "Cream-Pie-A-Friend-For Charity" event. The \$100 price tag on Rowlett's pie, along with all money raised during the event, went to the engineering students' charities—the Neil Squire Foundation and the Queen Alexandra Hospital for Children. The Order of Pi raised more than \$2,000.

Engineering Lab Wing wins PowerSmart award

BY ROBIE LISCOMB

On Feb. 21 in Vancouver, BCHydro awarded UVic's new Engineering Lab Wing its PowerSmart Excellence Award for the best new post-secondary institution project completed in 1995.

"The University of Victoria and the design team are commended for this new facility that exemplifies the best in advanced, energy-efficient design and construction," says the citation. The award recognized UVic's Facilities Management department, architect Terry Williams of Wade Williams Young and Wright, electrical engineer Nick Fenger of F.N. Fenger and Assoc., and mechanical engineer Robert Hirschfield of D.W. Thomson Consultants. Douglas Taylor Lee of Facilities Management was the project officer.

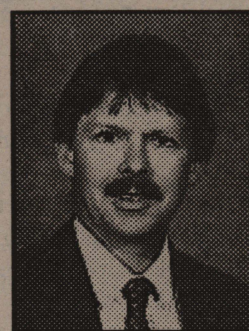
The building incorporates many energy-saving design features, including: electric lights that are integrated with daylighting by computer controls, "light shelves" that channel daylight into the building, high-

performance insulated windows that eliminate the need for mechanical cooling, and high-efficiency pumps and motors in the ventilating system.

According to BChydro, compared to a similar building without these PowerSmart features, the Lab Wing saves enough electricity in a year to meet the energy needs of 73 single-family homes. This saves UVic about \$40,000 a year in electricity bills. At the awards ceremony, BChydro presented Jerry Robson, Director of Facilities Management, with a cheque for \$61,623, representing

the PowerSmart new building performance option incentive for including various energy-saving features in the building.

"Electricity conservation provides significant savings in university operating costs, not just today but for years to come," says Robson. "By being power smart, we are helping to ensure that taxpayers receive maximum value for public funds spent on education. We're also pleased that our ongoing energy savings will help protect the environment by delaying the need for more generating stations to meet growth in demand for electricity."



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QUOTE

"You can't be sure who the Devil is these days. He might be a TV or movie producer in disguise."

—Sybil Leek
(1917-1982)
Diary of a Witch, Ch. 1,
1968

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New program to prepare students for 20,000 unfilled jobs

By TERESA MOORE

UVic is the first university in Canada to offer an innovative new training program to prepare university graduates from non-computer science background for careers in the fast-growing information technology sector. The Information Technology Professional (ITP) program was announced at the *Leading Edge Technologies Training* conference at the Victoria Conference Centre March 20 by Vancouver MP Anna Terrana, on behalf of the federal minister responsible for Human Resource Development Canada (HRDC). ITP, which will be launched at four institutions in September 1996, is funded by a \$5.4 million HRDC grant. UVic is the only university involved in the three-year pilot project, which was developed by industry, government and educational institutions in response to a shortage of professionals in the information technology field. The other institutions offering the program are in Ontario and Quebec.

"This is an extraordinarily important initiative for us," says UVic President Dr. David Strong. "I am especially delighted that UVic's leading

position in this field has resulted in our participation as the first university in the consortium."

ITP is the first government-funded program of its kind in North America. By targeting graduates with no computer science background, it addresses both the growing shortage of professionals in the information technology sector and the problems faced by some university graduates in finding employment.

"There are more than 20,000 jobs in the field that aren't being filled because the trained people aren't there," says Jeanette Muzio, program manager of UVic's Technology, Engineering and Computing (TEC) Division of Continuing Studies, citing a 1992 Employment and Immigration Canada study. "This program will work towards correcting that problem." Muzio worked with professionals from other educational institutions, government and industry to prepare the program, which will also be offered at Lambton College of Applied Arts and Technology in Sarnia, Ontario, Champlain Regional College in St. Lambert, Quebec, and Productivity Point International in Ottawa.

ITP is an intensive, full-time, 12-month program which combines classroom instruction with on-the-job training and a three-month work term. Students will receive national industry certification upon successful completion of the program.

Students will learn programming languages, operating systems, business application development and networking technologies plus skills such as change and stress management, team building and project management. A federal bursary is available for prospective students who are recent graduates and under 30 years of age to offset the \$12,000 tuition fee. For the inaugural course in September 1996, the bursary is 75 per cent. It drops to 50 per cent in January 1997, 25 per cent in April 1997 and is then eliminated. The tuition fee compares with other professional graduate programs offered across the country that range from \$10,000 to \$25,000. ITP students can expect to earn between \$4,500 and \$7,500 during their three-month work terms. UVic hopes to graduate 100 students a year in the program.

"There is a real need for a

program like this in B.C.," says Bob Skene, Executive Director of the Vancouver Island Advanced Technology Centre, an umbrella organization for high-tech companies in the area. "Of the 20,000 jobs that are unfilled in information technology nationally, we estimate between 15 and 20 per cent are in B.C. Companies are having considerable difficulty filling positions

because there aren't enough qualified people. We welcome this program and UVic's involvement as a means of providing the employee pool and producing the next generation of professionals needed by these emerging companies."

Students interested in registering in the program should contact the Division of Continuing Studies at 721-8459.

Grad job subsidy

A new federal government employment program gives UVic grads a head start on their careers while offering their employers assistance with salaries. The Job Opportunities Program for Graduates is a wage subsidy funded by Human Resources Development Canada. This program reimburses an employer with a wage allowance for a period of up to six months while their employee is trained in a career position related to their degree.

To be eligible for this program, applicants must possess an undergraduate or graduate degree from UVic, have graduated in January, 1994 or later and be no older than 32 years of age. Applicants must be willing to attend workshops to assist with job search strategies if necessary and be prepared to commit to a full-time job search for full-time work (a minimum of 30 hours a week) that requires degree-related skills.

For further information, contact Deborah Convery, co-ordinator of the job opportunities program for graduates, at the Student Employment Centre, 472-4286.

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 18 Mon 8:00 Theatre Greater Victoria Youth Orchestra
 DVORAK: *Carnival Overture*
 BERLIOZ: *Hungarian March*
 HOLST: *The Planets*

du Maurier PrimeTime CLASSICS

23 Sat 8:00 UVic Kees Bakels, Conductor
 24 Sun 2:30 Centre MOZART: *Symphony No 26*
 BRAHMS: *Serenade No 2*
 SCHUBERT: *Symphony No 1*

Seagram POPS

28 Thu 2:00 Royal Kees Bakels, Conductor
 29 Fri 8:00 Theatre Alma de Espana Flamenco Dancers
 30 Sat 8:00 "KICK UP YOUR HEELS
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CU-SeeMe system changes form of PHD oral dissertations

BY DAVE CLEMENTS

Zen Faulkes is probably the first UVic student to have his doctoral dissertation interrupted by a French janitor. This sounds unremarkable at first, until you consider that the janitor was in *France* at the time, while Faulkes himself was quartered in UVic's Human and Social Development Building.

The janitor unwittingly interrupted the Feb. 15 defence, the first UVic dissertation oral ever conducted with a videoconferencing system. The system, using the CU-SeeMe software, was first considered when Faulkes realized one of his graduate committee members would be away in France when he wanted to defend his research on the digging methods of sand crabs.

Outside faculty member Dr. Geraldine van Gyn (Physical Education) is on a year-long sabbatical at Marseille's University of the Mediterranean, but Faulkes wanted her involved. Undaunted by the distance, he opted to be the first UVic student

to conduct the defence with CU-SeeMe.

CU stands for Cornell University, where computer scientists created the system two-and-a-half years ago. It digitizes audio and video into "packages" that can be transferred over the Internet. Using a simple camera/computer setup, two parties can easily see and hear each other. In addition to this one-to-one conference, CU-SeeMe software can facilitate a one-to-many conference, or it can conference several people in different places with each other, using a Unix "reflector," which UVic has.

Since its creation, the technology has been used at several academic institutions, for various purposes. UVic is one of the first universities in Canada to look at using the technology on a large scale for dissertations.

The Faculty of Graduate Studies, looking for ways to cut travel costs, is planning to use CU-SeeMe as a way to do this without sacrificing the quality of the oral examination. With the system, students could theoretic-

cally have the external examiner of their choice, anywhere in the world, while avoiding high travel costs.

"Our budgets are running dry, and we are looking for alternatives that will maintain high academic standards and provide a larger geographic area from which to choose external examiners," says Dr. Gordana Lazarevich, Dean of Graduate Studies. A travel allowance of only \$500 makes it difficult to bring in an expert from anywhere further away than Edmonton, she says. But with a video conference, UVic can cut costs, increasing academic standards at the same time.

"That's part of the attraction," says technician Allan Dickeson, who helped organize the technical aspect of the dissertation. "Using the Internet means, for all intents and purposes, it is free."

UVic's Language Centre has used the system quite extensively, so Lazarevich consulted them for information. Centre coordinator Mary Sanseverino has used the system heavily, most

notably last summer when she used it to bring in outside speakers for a paper she presented at Indiana's Notre Dame University.

"Compared to other institutions, UVic seems to be approached more for assistance with this type of technology," Sanseverino says. "We're quite leading edge in that respect."

In Faulkes' presentation, it was necessary that he be able to demonstrate slides and documents to all members of the committee, including van Gyn in Marseilles. So, he used the "virtual classroom" in the Human and Social Development building, where several cameras allow technicians to split computer screens and display slides, diagrams and faces at the same time. Since the University of the Mediterranean does not have all the equipment necessary for this, Faulkes could not see van Gyn, but she could see him and all his displays.

Since Faulkes' dissertation, CU-SeeMe has also been used for another defence which saw

UVic's Engineering department linked up with an external examiner in Delft University in The Netherlands. Technicians sent a Connectix camera to Delft in advance, so the video data flowed both ways.

Both of these successful test cases ensure expanded system use in the future.

"The implications for future use of this system are phenomenal," Lazarevich says. "The practical repercussions are that faculties could be harnessing this technology on a large scale as soon as next September." She added that the equipment could also be used for long-distance seminars, among other uses.

"This was a really successful first try," Faulkes says. "The real promise is that in situations like a sabbatical, you can keep the committee together, and there's also real potential that you could bring the best person in your field on board, whether they're in Holland, Denmark or Tokyo."

At Senate

Senate recognizes religious holidays, raises English requirement

BY ROBIE LISCOMB

At the 300th meeting of the University Senate, which took place on March 6, Senate considered the following items:

- Senate passed a motion asking that the university secretary, when scheduling Senate meet-

ings, take steps to avoid major religious holidays that will affect attendance. As a result, the meeting scheduled for April 3 will be held April 10 to avoid the first night of Passover.

- Senate also decided that the

off-campus ballot for the 1996 election of chancellor and the four senators from the Convocation should be distributed through the UVic alumni magazine, *The Torch*, rather than by Canada Post, and by campus mail to on-campus members of

Convocation. (Convocation includes the chancellor, president, all past and present members of the Board of Governors and University Senate, all faculty—including some retired faculty, all graduates, and a number of administrative staff and other employees with degrees—from UVic or elsewhere—who are added to Convocation by an act of Senate.) This election takes place every three years. In 1993, it cost approximately \$30,000 to conduct, mainly in printing and postage costs. Nearly all of this amount will be saved by distributing the ballot through *The Torch*.

- Senate passed motions intended to improve the level of student writing. Currently, all students entering UVic whose mark on the Grade 12 provincial English exam is 70 per cent or lower must take the Department of English Placement Essay (EPE), which is used to direct first-year students to appropriate courses to satisfy the English requirement. Starting with admissions for September 1997, incoming students getting 85 per cent or less on the provincial English exam must now write either the EPE or the Language Proficiency Index (LPI), which is administered by a private, not-for-profit agency and is administered at least once a month in multiple sessions across the province. Those with 86 per cent

or greater on the Provincial English exam are exempt. This brings UVic in line with most other post-secondary institutions in B.C. Senate also amended the statement on English deficiency in the University Calendar to enable any instructor, in consultation with the English department's director of writing, to require a student to write the EPE. Speakers, during debate, said the level of student writing is a matter of concern across the University, and that the English department will probably require additional resources in meeting the writing needs of an increased number of students.

- In recent Senate elections, the following student senators were acclaimed for one-year terms starting May 1, 1996: Tim McGuire (Business), Christopher Devlin (Law), Sean Haffey (Graduate Studies), and Pamela Grant, Devon Kruggel, Dennis Lancien, Craif Lloyd, Kelly Sundberg and Steve Vander Wal (Arts and Science).

Drs. Tom Buckley (Biochemistry and Microbiology), John Money (History) and Frank Robinson (Chemistry) were elected to Senate as faculty members at-large for a term beginning July 1, 1996.

- Senate approved a motion declaring March 21 of each year "United Nations Day for the Elimination of Racial Discrimination" at UVic.

PUBLIC LECTURE

"All Carcinogens are not Created Equal"

Speaker: Professor R.H. Haynes of York University

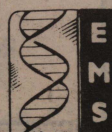
Date: Monday, March 25th, 1996

Time: 7:30pm

Place: Main Lecture Theatre

Victoria Conference Centre

The public lecture is sponsored by the Environmental Mutagen Society and the Centre for Environmental Health at the University of Victoria in honour of the Society's Annual Meeting which is being held in Victoria, March 24-28. Professor Haynes is President of the Royal Society of Canada. He will address the fact that while chemicals that cause cancer are all carcinogens, they do not all present equal risk to the public.



Family Care clinic open

UVic Health Services is now offering a special clinic catering to student family members Tuesdays and Fridays from 4:30 p.m. to 6 p.m. Under the direction of Dr. Stu Gershman, the clinic will be held in the former physiotherapy section of Health Services. Clients should use the western entrance to the clinic for these hours.

The family care clinic will soon expand through a co-operative effort with the School of Nursing. Details are still being finalized and *The Ring* will report on the expansion when plans are complete.

People First conference targets UVic personnel

People First, a one day conference to be held May 3 at UVic, is for all campus staff and faculty interested in reflecting on common concerns, exchanging ideas and developing new skills to meet workplace challenges. Topics will include managing mid-life career changes, conflict resolution, human rights and diversity, stress management/wellness in the workplace and co-operative labour relations. The program will include keynote addresses, workshops and panel discussions.

People First is sponsored by UVic Human Resources. Program and registration information will be circulated to all campus personnel in early April.

New members elected to BoG

In recent elections, Mary-Anne Teo (Electrical & Computer Engineering) was re-elected full-time employee representative to the Board of Governors and Dr. Reg Mitchell (Chemistry) was re-elected faculty representative. Dr. Ed Berry (English) was also elected faculty representative. Their three-year terms begin in July 1996.

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Psychology clinic expands to treatment of young

Students are seeing "hard-hitting, realistic kinds of problems."

BY PATTY PITTS

UVic psychology graduate students are getting a taste of the kind of work that awaits beyond graduation thanks to the expanded mandate of UVic's psychology clinic. New contracts between the University and the Ministry of Social Services and the Vancouver Island Services and Treatment Association are providing the clinic with clients whose young lives reflect the harsh reality of life beyond the campus.

"The students are seeing very hard-hitting, realistic kinds of problems, not just selected cases," says Dr. Jessica Ball (Psychology) who supervises the psychology students. "It's a real eye-opener for them. The students see the most difficult side of life that exists in Victoria."

Until last fall, the clinic assessed and evaluated patients but did not offer treatment. With dual specialties in clinical neuropsychology and life-span development and aging, most of the clinic's clients were older

adults. Now, youngsters and teenagers whose behaviour and/or emotional problems stem from family problems, neglect or abuse are also coming to the clinic.

This age group is familiar to Ball and her husband, Dr. Kenneth Moselle, an adjunct professor with the department and full-time clinic psychologist at Eric Martin Pavilion. The couple came to UVic from Southeast Asia where they spent several years setting up a comprehensive mental health system for Malaysia on behalf of a network of community health agencies. Ball's current research involves a large-scale study of high risk behaviours, such as unsafe sex, drug use, and gang involvement among youth in Southeast Asia.

"We dealt with more children and adolescents than adults," says Ball. "The Asians typically bring in their kids, but don't think of treating themselves." While the youngsters Ball and Moselle treated frequently talked of feeling emotionally aban-

doned, they were included in a strong, extended family system—unlike many of the clients they see in Victoria.

"Here," says Ball, "we see lots of kids in foster care, or where parental care-giving has broken down in one way or another."

The clinic wants to expand its client base even further and is

actively seeking contracts involving assessment and therapy for adults.

"We're trying to be relevant to the community," says Ball, "and provide students with a wide variety of experiences so they can do some of their practicum work with their faculty. We're not going to become an ivory tower kind of practice."

UVic Safer Campuses Initiative Committee

Purpose: The Safer Campuses Initiative Committee has a limited amount of one-time funding to make the UVic campus a safer place for all women and men to work and study.

Proposal: We are calling for proposals from any group or member of the UVic community for innovative, pro-active educational and public awareness activities that would contribute to improving personal safety on campus. We invite you to submit a proposal outlining your plan, the start-up and on-going costs, and the timelines for implementation.

Deadline: Deadline for submission is April 15, 1996. Please submit proposals to Mary-Anne Teo, committee chair, c/o Department of Electrical and Computer Engineering.

Did an earthquake devastate Vancouver?

BY DAPHNE DONALDSON, UVIC EMERGENCY PLANNER

No, Vancouver wasn't devastated by an earthquake, but some people who watched a convincing BCTV dramatization on March 16 thought so. The hour-long program, *On Shaky Ground*, showed what could happen if a 7.5 earthquake hit the Vancouver

area. Footage of a collapsed Lions Gate bridge and shattered buildings was so realistic that despite frequent announcements that it was only a dramatization, a number of concerned relatives in the Interior called their families in the Lower Mainland

to inquire about their safety.

The program stressed that after an earthquake of this magnitude people may be without services for at least 72 hours and offered a number of tips on personal preparedness including the importance of

designing a "family emergency plan," potential sources of water, what to keep in a first aid kit, and what kind of emergency supplies to have at home. To view the video contact Occupational Health & Safety at local 8879.

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CALENDAR

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS APRIL 4.

ATHLETICS EXHIBITIONS FILMS LECTURES MUSIC RECREATION THEATRE WORKSHOPS & CONFERENCES OTHER

CONTINUING

E 10:00 a.m. Explorations in Wood 1996. Open exhibition of fine woodworking. Vancouver Island Woodworkers Guild. Maltwood Art Museum and Gallery. Through March 24, 1996. (Next event, Work by Val Faris, runs March 31 - April 12). Info 721-8298.

Friday, March 22

O 9:00 a.m. Medieval Market. Life in the Middle Ages. Petch Fountain. Info 721-8022.

M 12:30 p.m. Fridaymusic. School of Music voice students. Phillip T. Young Recital Hall. Info 721-7903.

L 2:30 p.m. Barriers to Riches: On the Causes of the Poverty of Nations. Edward Prescott, University of Minnesota (Economics). Cornett B335. Info 721-8532.

F 2:30 & 7:00 & 9:20 p.m. Restoration. Michael Hoffman (GB/USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

L 3:00 p.m. Recent Systematic Studies of Endemic Hawaiian Plants. Dr. Bruce Bohm, University of British Columbia. (Biology). Cunninham 146. Info 721-7094.

L 3:30 p.m. The Dispersal of the Collections of King Charles I and His Courtiers - Part I. Lansdowne Public Lecture. Francis Haskell, University of Oxford, U.K. David Lam Auditorium (MacLaurin A144). Info 721-7942.

L 7:30 p.m. The Nature of Metaphysics. Lansdowne Public Lecture, Dr. Kit Fine, University of Chicago (Philosophy). Senate Chambers (University Centre A180). Info 721-7513.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix

Theatre box office. Info 721-8000.

M 8:00 p.m. Tributes and Fantasies. University of Victoria Wind Symphony. Admission by Donation. University Centre Auditorium. Info 721-7903.

F 11:40 p.m. Monty Python's Meaning of Life. Terry Jones (GB, 1983). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, March 23

A Men's Soccer. Spring Cup. price varies. Stadium. Info 721-8406.

A Women's Soccer. Spring Cup. price varies. Stadium. Info 721-8406.

A VELOX RFC. price varies. Wallace Field. Info 721-8406.

M 2:00 p.m. Raggedy Ann & Andy. Four Seasons Musical Theatre. \$5 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

F 2:30 & 7:00 & 9:20 p.m. Restoration. Michael Hoffman (GB/USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. Victoria Symphony PrimeTime Classics. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

M 8:00 p.m. Composers' Concert. Works by graduating students in the School of Music's composition program. Phillip T. Young Recital Hall. Info 721-7903.

F 11:40 p.m. Monty Python's Meaning of Life. Terry Jones (GB, 1983). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, March 24

A Men's Soccer. Spring Cup. price varies. Stadium. Info 721-8406.

A Women's Soccer. Spring Cup. price varies. Stadium. Info 721-8406.

M 2:30 p.m. Victoria Symphony PrimeTime Classics. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

F 2:30 & 7:10 & 9:10 p.m. Frankie Starlight. Michael Lindsay-Hogg (Ireland, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, March 25

W 10:00 a.m. Resumé Critique. Student Employment Centre, Campus Services Bldg. Info 721-8421.

W 2:30 p.m. Assessing the Hidden Job Market. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

F 7:00 & 9:20 p.m. El Topo. Alejandro Jodorowsky (Mexico, 1971). \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. The Dispersal of the Collections of King Charles I and His Courtiers - Part II. Lansdowne Public Lecture. Francis Haskell, University of Oxford, U.K. David Lam Auditorium (MacLaurin A144). Info 721-7942.

M 8:00 p.m. Graduating Recital. Heather McVie, soprano. Phillip T. Young Recital Hall. Info 721-7903.

Tuesday, March 26

W 10:30 a.m. Finding your Fit: a Guide to Researching Employers. \$5. Student Employment Centre, Campus

Services Bldg. Info 721-8421.

W 2:30 p.m. Job Search Strategies. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

L 3:30 p.m. The Dynamic Late Quaternary Environment of Vancouver Island. Dr. Richard Hebda, Royal B.C. Museum (Earth & Ocean Research). Clearihue A201. Info 721-8848.

F 7:15 & 9:15 p.m. Clockwork Mice. Vadim Jean (GB, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$18 Dinner Theatre 6:00 p.m. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

Wednesday, March 27

W 4:30 p.m. Using Audio Visual Realia in the ESL/EFL Classroom. Public Student Seminar. (Linguistics and Division of Continuing Studies). Clearihue C112. Info 721-7420.

A 6:30 p.m. Women's Field Hockey. VILFHA League. TURE. Info 721-8406.

F 7:15 & 9:00 p.m. Shorties 1 Victoria Independent Short Film Festival. Various Directors (Canada, 1995-6). \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. Historical Change in the Family - Implications for Contemporary Issues. Lansdowne Public Lecture, Dr. Tamara K. Hareven, University of Delaware (Dept. of History and Centre on Aging). Human & Social Development A240. Info 721-7400.

L 7:30 p.m. The Welfare State: What is Wrong With It? What Should We Do About It? Dr.

John Richards, Simon Fraser University (Faculty of Arts & Science and Division of Continuing Studies). Free, but please pre-register. Begbie 158. Info 721-8458.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

Thursday, March 28

T 12:30 p.m. UVic Safer Campus Initiatives Committee & Dept. of Theatre... presents the Safety Troupe. University Centre Foyer. Info 721-8674.

L 3:00 p.m. The Evolution of Viviparity in Reptiles. Biology Dept. Seminar. Lansdowne Lecturer, Dr. R. Shine, University of Sydney, Australia. MacLaurin D288. Info 721-7094.

F 7:15 & 9:00 p.m. Shorties 2 Victoria Independent Short Film Festival. Various Directors (Canada, 1995-6). \$4-\$6 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

L 8:00 p.m. From Roman Soldiers to Abbasid Princes: University of Victoria Excavations in Southern Jordan. Prof. John P. Oleson, UVic (Classics). Cornett B108. Info 721-8514.

Friday, March 29

L 8:30 a.m. How the Application of Information Technology in the Private Sector can be Applied to the Toronto Hospital. School of Health Information Science 410 Students. Human & Social Development A250. Info 721-8814.

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M 12:30 p.m. Fridaymusic. University of Victoria Chamber Singers, conducted by Bruce More. \$6-\$10 at School of Music & Univ. Centre box office. Phillip T. Young Recital Hall. Info 721-7903.

F 2:30 & 7:15 & 9:00 p.m. Toy Story. John Lasseter (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

L 3:00 p.m. How the Owl Tracks its Prey: Behavior and Brain Mechanisms. Dr. Mark Konishi, Caltech, Pasadena, CA. (Biology). Cunningham 146. Info 721-7094.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 10:45 p.m. Jaws. Steven Spielberg (USA, 1975). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, March 30

A Rugby: vs. University of California - Davis. Price varies. Wallace Field. Info 721-8406.

M 2:00 p.m. Raggedy Ann & Andy. Four Seasons Musical Theatre. \$5 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

F 2:30 & 7:15 & 9:00 p.m. Toy Story. John Lasseter (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

T 8:00 p.m. Merrily We Roll Along. Paul Rivers, M.F.A. Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. University of Victoria Chorus & Orchestra. Messa di Requiem, by Donizetti. János Sándor, Conductor. \$6-\$10 at School of Music & Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

F 10:45 p.m. Jaws. Steven Spielberg (USA, 1975). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, March 31

E 10:00 a.m. Work by Val Faris - a retrospective exhibition and sale to fund a UVic scholarship in memory of the artist. Maltwood Art Museum and Gallery. Through April 12. (not open Easter weekend)

M 2:30 p.m. University of Victoria Chorus & Orchestra. János Sándor, Conductor. \$6-\$10 at School of Music & Univ. Centre box office. Univ. Centre Auditorium. Info 721-7903.

F 2:30 & 7:15 p.m. Lawrence of Arabia. David Lean (GB, 1962). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, April 1

L 3:00 p.m. Culturally Responsive Social Work Practice. Lansdowne Public Lecture. Prof. Roop Seebaran, University of British Columbia (Social Work). Human & Social Development B347. Info 721-8036.

L 3:00 p.m. Snakes, Sex and the Evolution of Body Size.

Biology Dept. Seminar. Lansdowne Lecturer, Dr. R. Shine, University of Sydney, Australia. MacLaurin D111. Info 721-7094.

F 7:15 & 9:00 p.m. Lie Down With Dogs. Wally White (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, April 2

L 7:00 p.m. A Billabong Full of Snakes: Ecological Insights from Some Cold-Blooded Australians. Lansdowne Public Lecture. Dr. Richard Shine, University of Sydney, Australia (Biology). Elliott 168. Info 721-7094.

F 7:15 & 9:15 p.m. Strange Days. Kathryn Bigelow (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. Student Recital. Violin Students from the class of Sharon Stanis. Phillip T. Young Recital Hall. Info 721-7903.

Wednesday, April 3

L 2:30 p.m. Trade, Labour Standards and Human Rights: Trade Remedies for Moral Judgments? Law Faculty Seminar. Prof. Mark Buchanan. Faculty Workroom, Begbie. Info 721-8147.

A 6:30 p.m. Women's Field Hockey. VILFHA League. TURF. Info 721-8406.

F 7:00 & 9:15 p.m. The City of Lost Children. Jean-Pierre Jeunet & Marc Caro (France, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. Composers' Concert. New Music from Vancouver Island. Phillip T. Young Recital Hall. Info 721-7903.

Friday, April 5

F 2:30 & 6:45 & 9:15 p.m. Sabrina. Sydney Pollack

(USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

F 11:40 p.m. Ace Ventura: When Nature Calls. Steve Oedekerk (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, April 6

F 2:30 & 6:45 & 9:15 p.m. Sabrina. Sydney Pollack (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

W 4:30 p.m. Fun and Games in the ESL/EFL Classroom. Public Student Seminar. (Linguistics and Division of Continuing Studies). Clearihue C112. Info 721-7420.

F 11:40 p.m. Ace Ventura: When Nature Calls. Steve Oedekerk (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, April 7

A Rugby: vs. Berkeley. price varies. Wallace Field. Info 721-8406.

F 7:00 & 9:10 p.m. Jumanji. Joe Johnston (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Monday, April 8

F 7:00 & 9:10 p.m. Jumanji. Joe Johnston (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, April 9

F TBA. SUB Theatre. Info 721-8365.

Wednesday, April 10

A 6:30 p.m. Women's Field Hockey. VILFHA League. TURF. Info 721-8406.

F 7:15 & 9:00 p.m. TIE DIED: Rock 'N' Roll's Most Dedicated Fans. Andrew Behar (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Thursday, April 11

F 8:00 & 9:15 p.m. Heat. Michael Mann (USA, 1995). \$4-\$6 at door

Friday, April 12

L 3:30 p.m. Ministry of Health Initiatives in Health Information Management. Barry Gray, Ministry of Health (Health Information Science). Human & Social Development A250. Info 721-8814.

F 7:30 & 9:20 p.m. Faster, Pussycat! Kill! Kill! Russ Meyer (USA, 1966). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. Graduating Recital. Mike Melnick, oboe. Phillip T. Young Recital Hall. Info 721-7903.

Saturday, April 13

F 7:30 & 9:20 p.m. Faster, Pussycat! Kill! Kill! Russ Meyer (USA, 1966). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. Faculty Recital. Mass Guitars. Alexandra Dunn. \$6-\$10 at School of Music & Univ. Centre box office. Phillip T. Young Recital Hall. Info 721-7903.

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CONFERENCES/NOTICES

Bavelas rebroadcast

Shaw Cable 11 has scheduled two additional showings of a recent broadcast of "UVic Presents" featuring a Provost's UVic Faculty Series lecture by Dr. Janet Bavelas (Psychology). Bavelas' lecture "Debunking 'Body Language': New Research on Non-Verbal Communication" will be shown at 5 p.m. on March 28 and at 10 a.m. on March 29.

Hospice swimathon

UVic students, staff and faculty can get in the swim and assist the Victoria Hospice Society at the same time by participating in this year's Hospice Swim-a-thon on March 28 from 8:30 to 10:30 p.m. in the McKinnon pool. The event, organized by the Interfaith Chaplaincy, raises funds through swimmers' pledges to help the Hospice continue to offer services to terminally ill patients and their families.

Anyone who can stay afloat is asked to set a swim goal and get pledges from friends, families and co-workers. If you can't do your swim on March 28, you can complete your lengths at another time. Volunteers are also sought as lane counters and pledge sheet signers.

Registration forms, pledge sheets and volunteer sign-up sheets are available at the Interfaith Chaplaincy on the second floor of the University Centre. For more information, contact Yogendra Shakya at the Chaplaincy at 721-8338 or 381-6743.

International environmental law conference

Ozone depletion, diminishing biodiversity and shrinking marine stocks increasingly require international co-operation and concern if the planet is to preserve itself. An upcoming conference, "International Environmental Law: Evolution and Enforcement" hosted by UVic's Environmental Law Centre at the Begbie Building March 29 and 30, will investigate some of the world's most pressing environmental issues.

Speakers during sessions on the law of the sea, the responsibility of governments to enforce international environmental law, and the First Nations role in enforcement speakers will include Assembly of First Nations National Chief Ovide Mercredi, Judge Ulf Panzer, who, in 1987, led a blockade by German judges of an American nuclear weapons base in Germany, and Prof. Ted McWhinney, MP.

Prof. Michael M'Gonigle (Law) and Prof. Ted McDorman (Law) will participate on a panel on international environmental law and world trade law. Conference sponsors include the World Federalists of Canada, the International Law Education Foundation, Earth Island Institute, and the Pacific Environment Resources Centre. Admission to the conference is by donation. For further information contact Bruce Torrie at 477-0555 or by email at skies@islandnet.com.

Morning swim

You used it so you won't lose it. Response to the trial basis morning swim at the McKinnon Complex has been so positive that the swims will remain on the schedule until May 21, when the outdoor pool at the UVic Gordon Head Complex opens. The morning lane swims will then shift to that location.

Until then, the morning lane swims are held Tuesdays and Thursdays at McKinnon from 7:30 to 8:25 a.m.

Second UVic and the Community report highlights your accomplishments

The second edition of *UVic and the Community* ran in NewsGroup papers throughout Greater Victoria March 15. The report highlights some of the contributions made by UVic students and faculty to the Greater Victoria community as well as research initiatives that have particular relevance to local readers. A limited number of additional copies are available for departmental or faculty use from Public Relations & Information Services. Copies are also being distributed through the Information Booth in the University Centre.

UVic at Large for April

There's no age limit on learning, and the next edition of "UVic at Large" on Shaw Cable 11 will demonstrate that when the show focuses on seniors at the University. The show airs April 1 at 8:30 p.m.; April 2 at 1:30 p.m.; April 4 at 10 p.m.; and April 5 at 3 p.m.

Guests will include Dr. Margaret Penning, discussing seniors' involvement in research at the Centre on Aging; Dr. Jean Veevers (Sociology) demonstrating how important a role pets play in seniors' lives; Janet King from Continuing Education talking about the SAGE program; and two senior students discussing being scholars in their 70s. There will also be a video feature on the "Take Part" program at the UVic Gordon Head Complex which provides fitness training for seniors and assists UVic grad students with their research on seniors' health and well-being.

Women's spirituality conference

As an Interfaith Chaplaincy pastor, Sam Lucier counsels many women and, increasingly, the source of their struggle is not the secular world but is, instead, the very place expected to provide peace, guidance, and support.

"Many women are struggling to explore their place within their religion which is traditionally dominated by men," says Lucier who chairs the organizing committee of a conference offering women the opportunity to discover and express their spirituality. "Voices of Hope," hosted by the Interfaith Chaplaincy, Student and Ancillary Services and the Centre for Studies in Religion and Society, takes place at the Cadboro Conference Centre May 15-19.

Lucier says the conference aims to affirm the particularity of women's spirituality and offer participants the opportunity to connect with various religious communities. Sessions include spirituality on the Internet, exploring the elements of ritual, dealing with grief and loss and journal writing techniques.

Other sessions, involving drumming, dance and yoga, actually incorporate methods of worship that women once used long ago.

"Women are drawn to different aspects of bible stories and the scriptures," says Lucier. "We're not better or worse, just different. The reluctance to embrace feminine images of God is due to a reluctance to believe that women can image God. The denial of the feminine is a denial of God."

Dr. Katherine Zappone, author of *The Hope for Wholeness: A Spirituality for Feminists*, gives the opening address on May 15. She will also take part on a panel, "The Threads that Bind Us: Justice and Women's Empowerment," with Dr. Norma Joseph of the Department of Religion at Concordia University and Lois Wilson, Chancellor of Lakehead University and former President of the World Council of Churches.

Those who register for the conference prior to April 1 pay \$187.25 and after, \$240.75. Students, seniors and those on fixed incomes can attend the conference for \$100. For further information contact UVic Conference Management at 721-8470.

Recycling update

A recent recycling survey indicates recycling is increasing in UVic's dormitory residences. Students replied that 73 per cent of them recycle (up 10 per cent over last year), 89 per cent sort their items (up 15 per cent over last year) and 34 per cent encourage other residence students to recycle (up 14 per cent over last year).

RINGERS

Dr. Inez Fung (SEOS) has been appointed editor of the *Journal of Climate*. The journal is published by the American Meteorological Society and is the world's premier journal on climate dynamics, climate and global change and climate modelling. "This appointment recognizes Dr. Fung's outstanding leadership in the area of climate and further demonstrates the international stature of UVic in the

field," says Dr. Andrew Weaver, SEOS acting director.

Mark Jarman (visiting lecturer, English) has published fiction in numerous periodicals during the past year, including *Hawaii Review*, *Quarterly West* (Univ. of Utah), *Northwest Review* (Univ. of Oregon), *Alaska Quarterly Review* (Univ. of Alaska), *Cutbank*

(Univ. of Montana) and *Prism International* (UBC). He also judged *Prism International's* annual fiction contest and was included in the anthology *Staglines*, edited by Bonnie Burnard. Three of his short stories have been nominated for the \$10,000 Journey Prize, administered by McClelland and Stewart and funded by James Michener.

Across the Country

UBC adopts broad-based admission policy—The UBC Senate has approved a broad-based admissions policy that will allow faculties to use criteria other than grades—such as leadership abilities, extra-curricular activities and career-related work experience—to admit Grade 12 students in the 1996-97 academic year. Programs such as medicine, architecture and fine arts have long admitted students based on a mix of grades, interviews, portfolios and career or program related considerations, but this is the first time the university will admit students directly from Grade 12 using criteria other than grades. Applied science will be the first faculty to offer broad-based admission and will invite students to list technical courses, summer jobs, science projects and other experiences on their admission forms.

The change to broad-based admissions is in response to concerns that important qualities were being ignored in favour of an overemphasis on grades. Students will still have to meet or exceed minimum academic standards before being admitted and must show that they have excelled or in some way distinguished themselves in their activities. Senate recommends that the ceiling on such admissions be 15 per cent of the first year class.—**UBC Reports, February 22, 1996.**

Carleton announces new president—Dr. Richard J. Van Loon is the new president of Carleton University. Van Loon is currently associate deputy minister for Health Canada in Ottawa and the first Carleton graduate and native Ottawan to become president of Carleton. He graduated with an MA in political science in 1965 followed by a doctorate from Queen's University in 1968. He has been on the faculty of both Carleton University and the University of Ottawa and held key positions in government throughout his career.

Van Loon, who replaces Dr. Robin Farquhar, out-going president and son of former UVic president Hugh Farquhar, begins his six-year term August 1.—**This Week at Carleton, Feb. 8, 1996.**

Ouch! Acadia stings students with Internet fees—Students at Acadia University in Wolfville, Nova Scotia already pay one of the highest tuition fees in the country—\$3,495—and a new project to provide access to the Internet from anywhere on campus is going to sting even more. Students will now have to pay an additional fee—expected to be about \$1,000—to lease a computer for a year. Those currently enrolled in courses will not be required to lease computers to receive their degrees, but all new entrants will be expected to cough up the extra money when they enroll.—**Globe & Mail, March 5, 1996.**

LETTER

Consultation process ignored again

The Editor:

Re: More on the University's Application to the Human Rights Council for an Exemption to cover Limited or Preference Hiring.

On February 23, the Ring published my letter expressing concern about the lack of consultation on the Equity Policy appendix on limited or preference hiring submitted to the Human Rights Council by the Vice President Academic and Provost, and noting that a petition to that effect had been circulated among faculty.

With several departments still to report, 180 faculty members have signed the petition, and a letter including a copy of all the signatures has been sent to the Human Rights Council. By any standards, this is a significant show of concern. Sympathetic reasons given for not signing included fear of reprisals, desire to avoid conflict within academic units, and, intriguingly, the claim that faculty had heard, directly or indirectly, that the Vice President had withdrawn the application.

In fact, the Vice President had written to staff at the Human Rights Council again on February 14 urging that the University's equity program—including the appendix on limited or preference hiring—be submitted for approval to Council. He did this without any consultation on campus, but this time did send copies of the letter to the Faculty Association, the Professional Employees' Association, and CUPE; I urge you to read it. The Vice-President commits to engage in consultation, but urges Council to consider the document in its present form, including the appendix on limited or preference hiring, prior to any such consultation. In short, he wishes to consult or negotiate with a loaded gun. This not a commitment to consultation but to intimidation.

The Vice President has been exposed twice in going behind the backs of faculty and staff to urge an external body to approve a program which includes a crucial component on which there has been no consultation. The deliberate attachment of a controversial appendix contaminates and degrades the whole equity program, and ironically, the broader concept of equity itself for which there is quite properly broad support.

James Cutt
Professor, School of Public Administration